




## *Report to the Auburn City Council*

Action Item  
Agenda Item No. **11**

  
City Manager Approval

**To:** Mayor and City Council Members  
**From:** John Ruffcorn, Chief of Police  
**Date:** June 9, 2014  
**Subject:** Compensation for Level I Reserve Police Officers

### **The Issue**

Should the City Council approve the compensation at an hourly rate of Step "A," \$25.55, Police Officer, with no other benefits, for Level I Reserve Police Officers?

### **Conclusions and Recommendation**

Staff recommends that the City Council by **RESOLUTION** authorize the City Manager or his designee to approve payment to Level I Reserve Police Officers at the rate of Step "A," Police Officer on a part time hourly basis.

### **Background**

The police department relies on Level I Reserve Police Officers to augment the regular officers in all aspects and duties of a full time police officer.

These duties include working patrol shifts where the reserve officer has the responsibility to respond to any and all calls assigned, conducting collision investigations, making arrests, conducting field investigations of crimes in progress, and writing clear and concise reports of investigations. Level 1 Reserve Police Officers perform these duties as a solo officer without immediate supervision.

Level 1 Reserve Officers are also utilized at times of emergencies when extra labor is needed. Some of those instances have included responding to the plane crash at the Auburn Airport, assisting with violent crimes against persons, surveillance with criminal activity, natural disasters such as fires and major accident scenes.

The Auburn Police Department has not been fully staffed for the past few years due to injuries and normal attrition. Requests for off-duty officers, paid for by the requesting individual or group, have at times, gone without staffing due to personnel shortages. Level 1 Reserve Officers could and should be used in this type of situation.

Level I Reserve Officers also assist in the Investigations Division with cold case follow up, serving search and arrest warrants, conducting interviews with witnesses and suspects and writing reports of investigation.

Level I Reserves only work on a part time basis at the direction of Chief of Police, Division Commander or designee, and are not compensated by way of overtime, call out pay, or any other city benefits.

Level I Reserve Officers have completed the same police academy training that regular officers are required to complete. The current cost to the individual to go through the academy is \$4,000 to \$5,000. They have also gone through the same hiring process of a thorough background investigation, polygraph examination; psychological examination and work related physical examination prior to employment. After they are appointed as a reserve police officer, they must complete a POST mandated 400 hours of field training with a department Field Training Officer prior to working without immediate supervision.

Level I Reserve Officers are not intended to take the place of a full time officer and are only used on a part time basis.

Within the City of Auburn, there are several events throughout the year that causes a high need for extra police officers on a temporary basis. Some of the events are the Gold Country Fair, Fast Friday's, Placer High School football games, Cruise Night, and other one or two day events. Although full time officers are assigned to some of those events directly, there is an impact on the city outside of the events concerning extra vehicle and foot traffic, elevated calls for service, in progress crimes, and other services continue. On those occasions, Level I Reserves are utilized to assist the department and full time officers with the anticipated peak in needed police services.

The high level of training, experience, and knowledge that is required for all Level I Reserve Police Officers with the City of Auburn is at or above that of full time officers at step A. Currently all Level I Reserve Officers with the department each have over 20 years of law enforcement experience. Other law enforcement agencies in the area have realized the personnel and fiscal benefit that a paid reserve police officer program can bring to their cities and counties.

#### Conditions Requiring Hourly Pay:

On occasions when authorized representatives of the Auburn Police Department call a Level 1 Reserve Police Officer to fill a shift or work an authorized detail, that officer shall be compensated at the level established as Police Officer Step "A", \$25.55. Level 1 Reserve Police Officers choosing to work at any other time shall do so in a voluntary, non-paid status.

Nothing in this proposed agreement voids our expectation of 16 hours of service per month by our reserve police officer staff. Hours worked, whether or not they are for compensation or on a voluntary status, shall count towards our 16-hour monthly expectation of service.

**Research of Other Law Enforcement Agencies**

A search was conducted of law enforcement agencies in the area for Level I Reserve Officers compensation. Below is a listing of those agencies:

South Lake Tahoe Police Department  
Salary - 33.08 to 36.47 hourly

Nevada County Sheriff's Department  
Paid at Step 1- Deputy Sheriff/ 21.97 hourly

Town of Truckee  
Salary 23.25 hourly (as of 7/24/12)

Placer County Sheriff (assistant deputy sheriff – level I reserve)  
Salary 27.12 to 28.50 hourly

Sacramento County Sheriff's Department  
Salary 32.74- 39.81 (On Call)

**Alternatives Available to Council; Implications of Alternatives**

1. Approve the recommendation.
2. Deny recommended staff report.

**Fiscal Impact**

There will be no additional cost to the General Fund. All expenditures will come from the current Police Department Overtime Budget.

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RESOLUTION NO. 14-  
RESOLUTION AUTHORIZING THE APPROVAL OF COMPENSATION FOR LEVEL I  
RESERVE OFFICERS FOR THE AUBURN POLICE DEPARTMENT

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THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:  
That the City Council of the City of Auburn does hereby support the  
approval for Level I Reserve Police Officers to receive compensation at the  
hourly rate of Step "A" Police Officer with the Auburn Police Department.

DATED: June 9, 2014

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Bridget Powers, Mayor

ATTEST:  
  
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Stephanie L. Snyder, City Clerk

I, Stephanie Snyder, City Clerk of the City of Auburn, hereby certify that the  
foregoing resolution was duly passed at a regular meeting of the City Council  
of the City of Auburn held on the 9th day of June, 2014, by the following vote  
on roll call:

Ayes:  
Noes:  
Absent:

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Stephanie L. Snyder, City Clerk